2004 – 2005

Saskatchewan
Provincial Budget

Performance Plan

Minister's Message

It is my pleasure to present the performance plan for the Department of Culture, Youth and Recreation for 2004-05 and beyond.

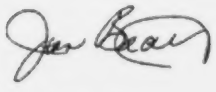
The 2004-05 plan for Saskatchewan Culture, Youth and Recreation represents a strategic repositioning and focus for the Department. Over the next several years, the Department will focus on four key areas:

- increasing the participation of Aboriginal people in sport, culture and recreation activities and ensuring Aboriginal people gain the skills associated with those activities which are proven to be the determinants of success within our society;
- ensuring all Saskatchewan people have significant opportunities to develop strong relationships in their communities, building commitment to their communities and their social networks through sport, culture and recreation;
- making Saskatchewan a place where people choose to live and work because of the high quality of life advantages which are supported by the scope and diversity of its sport, culture and recreation activities; and,
- ensuring youth are engaged in the life of the Province by developing leadership skills so our young people are equipped to assume leadership roles in the Province, engaging youth leaders in sustained and meaningful dialogue with government, connecting youth to the workforce and meaningful jobs and making young people aware of the advantages Saskatchewan can offer them.

To achieve these objectives, Culture, Youth and Recreation will restructure and refocus resources to increase the capacity of the Department to deliver on results and to more effectively fulfill its role as steward of the Government's $60 million annual investment in sport, culture and recreation.

In keeping with our values, the Department will approach its work in a collaborative manner with key sector partners, Aboriginal peoples, young people and colleagues at various levels of government.

As Minister of Culture, Youth and Recreation, I am committed to completing the key actions presented in the Department's performance plan and reporting on actual progress in July 2005.



Joan Beatty
Minister of Culture, Youth and Recreation

Who We Are

Saskatchewan Culture, Youth and Recreation (CYR) was established on February 8, 2001 to support and enhance the culture, youth and recreation sectors in our Province, and to underline the importance of these sectors to Saskatchewan's quality of life and its future. In 2002, as a result of a government reorganization, Saskatchewan Culture, Youth and Recreation added several areas of responsibility to the Department's mandate. These included responsibility for heritage programs, Saskatchewan's Centennial in 2005, Saskatchewan Archives Board and reporting responsibility for the Saskatchewan Communications Network (SCN).

Culture, Youth and Recreation has 82 full-time equivalent positions. The Department's head office is in Regina with branch offices in Melfort and La Ronge.

OUR MANDATE

The Department of Culture, Youth and Recreation supports and celebrates Saskatchewan, as a great place to live and work.

By providing policy leadership, directly delivering and working collaboratively with individuals, diverse groups, communities and other government departments and agencies, the Department enhances the Province's cultural, artistic, recreational and social life. It also works to support and enhance the opportunities and contribution of these sectors to expanding the Saskatchewan economy and the employment of its people.

The Department is dedicated to ensuring that Saskatchewan people, especially our young people, reach their fullest potential. It re-connects government with youth by facilitating youth engagement both directly and through other departments and agencies by focusing on youth retention and attraction, participation in decision-making and leadership development. The positive portrayal of youth in the Province and their connection to the workforce and meaningful jobs are primary concerns.

OUR VISION

All Saskatchewan people are engaged in the ongoing success of the Province.

The Department envisions a future for the Province where:

- Saskatchewan provides opportunities for Aboriginal people to develop their skills and take an active role in our economy and society
- Saskatchewan is again a place where people increasingly choose to live and build a future
- Saskatchewan is experiencing record growth in quality employment opportunities

WORKING WITH THE SPORT AND RECREATION SECTORS

The Department works to ensure Saskatchewan people have access to sport and recreation programs that will help keep them physically active and socially engaged. This requires ongoing collaboration with key community partners, organizations and individuals at local, provincial, regional and national levels. The Department's role in sport and recreation is continuing to evolve away from program development and delivery, which is largely being delivered by sector partners and their members, to more policy leadership that will guide its direction and that of its many sector partners.

The Province has recognized the value of sport, culture and recreation for many years. In the 1970s, the Government took the unprecedented step of developing public policy that ensured long-term funding through lottery profits to support recreation and cultural activities. Today, a network of more than 12,000 community organizations receives funding from Saskatchewan's lottery system. In turn, these non-profit groups assume responsibility for a wide range of community development initiatives as well as providing leadership opportunities to individuals. They also identify, develop and deliver a comprehensive array of recreational and cultural programming.

Government departments including Saskatchewan Health and Saskatchewan Learning, through its School^{Plus} initiative, are key partners in promoting increased access to sport and recreation programs and in promoting the benefits of increased physical activity. The Department supports the 2005 Jeux du Canada Summer Games through a third party grant and consultative support.

WORKING WITH THE CULTURE AND HERITAGE SECTORS

The Department works to enhance Saskatchewan's cultural and artistic life through policy leadership and government stewardship to a diverse network of agencies and organizations. Saskatchewan prides itself on being a cultural and artistic leader in Canada. Culture, Youth and Recreation initiatives are aimed at sustaining the breadth and quality of the arts occurring in communities throughout the Province.

The Department administers a variety of grants to third party agencies and funding bodies. Organizations receiving third party funding include the Saskatchewan Arts Board, the Saskatchewan Arts Stabilization Program, the Mackenzie Art Gallery, SaskFilm, the Cultural Industries Development Fund, the Saskatchewan Centre of the Arts, the Western Development Museum, Wanuskewin Heritage Park, the Saskatchewan Science Centre, the Saskatchewan Heritage Foundation and the Saskatchewan Archives Board.

These agencies play a key role in the achievement of the Department's plan. They represent the delivery system for culture in the Province and, as such, are instrumental in each of the plan's goals and objectives. Examples of their roles include:

- As the funders of cultural activity, the Saskatchewan Arts Board and SaskCulture have developed and delivered a variety of programs to enhance Aboriginal participation across the Province, including the development of a new indigenous arts program at the Saskatchewan Arts Board and the ongoing delivery of Lottery funded Artist-in-Residence programs on First Nations
- Cultural activity contributes to the economy by making communities diverse, interesting and attractive places in which to live and work. The infrastructure represented by such institutions as the Mackenzie Art Gallery, the Western Development Museum and Wanuskewin Heritage Park are fundamental to this contribution
- SaskFilm and the Cultural Industries Development Fund contribute to the economy in very specific ways, by focusing on the economic and industrial side of culture

FOCUSING ON SASKATCHEWAN'S YOUTH

The Department is responsible for identifying, developing and implementing strategies that focus on Saskatchewan's youth and their connection to the workforce – key initiatives include the Centennial Student Employment Program, development of a website targeted to youth, and development of the Provincial Youth Advisory Committee.

STEWARDSHIP OF THE LOTTERY SYSTEM AND THE COMMUNITY INITIATIVES FUND

Administering the legislative and regulatory framework for the distribution of the Province's lottery profits through the Saskatchewan Lotteries Trust Fund and the distribution of a portion of casino profits through the Community Initiatives Fund (CIF) is also the responsibility of the Department.

Plan at a Glance

The 2004-05 Plan builds on the 2003-04 Plan and will continue to evolve over time as the strategic planning, performance management and public reporting processes mature and stakeholder feedback is incorporated. The goals and objectives identified in the plan are multi-year in nature. For each objective, a series of key actions for the 2004-05 fiscal year that will help us achieve our objectives has been developed. As well, readers should view our stated performance measures as preliminary and a good start that forms a solid foundation that will be expanded and improved upon in the coming years.

Research evidence clearly demonstrates the importance sport, culture and recreation play in the development of key skills associated with successful social participation and job attachment. In 2004-05, the Department's highest priority will be focusing policy on increasing the participation of Aboriginal people in those programs. As well, these sectors play an integral role in fostering community relationships and commitment and have been identified as key factors in determining what makes Saskatchewan a place where people will increasingly choose to live. As we advance these strategic priorities, we will continue to meet our responsibility to steward the Government's core investment in sport, culture and recreation, as well as deliver core services to youth – including youth employment and engagement.

To successfully enable the Department to achieve our objectives, Culture, Youth and Recreation will restructure and refocus resources aimed at increasing the capacity of the Department so that we can, in particular, advance our goals through more effective management and stewardship of Government's $60 million annual investment in sport, culture and recreation.

This year, the Department's role will move to the final stages of evolving from one of program development and delivery, which is now largely delivered by sector partners and their members, to roles focusing on policy leadership and stewardship and accountability in the sport, recreation and culture system. The Department will work in close concert with its partners within the system including Sask. Sport, Sask. Culture, Saskatchewan Parks and Recreation Association and the Saskatchewan Arts Board ensuring program development and delivery is informed by department and government policy and priorities.

The Department will report on actual compared to planned progress at year end, in our 2004-05 Annual Report.

OUR VISION

All Saskatchewan people are engaged in the ongoing success of the Province.

GOAL #1

Saskatchewan people are connected, involved, healthy and active

OBJECTIVE 1 - *First Nations/Métis and northern residents access and/or capacity in culture and recreation is increased*

Performance Measures:

- Under development

OBJECTIVE 2 - *The participation of Saskatchewan people in culture and recreation activities is increased*

Performance Measure:

- Per cent of Saskatchewan people who are physically active

OBJECTIVE 3 - *A sustainable cultural sector is characterized by innovation, collaboration and enhanced access*

Performance Measure:

- Under development

OBJECTIVE 4 - *Saskatchewan's youth are engaged and well prepared to be the next leaders*

Performance Measure:

- The degree to which student employment under the Centennial Student Employment Program supported students' career goals and related to students' field of studies

GOAL #2

Culture and recreation contributes to the economic and social viability of the Province, its individuals and communities

OBJECTIVE 1 - *Saskatchewan's heritage resources are preserved, protected and effectively managed for the benefit, enjoyment and use of current and future generations*

Performance Measure:

- Number of heritage properties added annually to the Provincial Inventory and/or formally designated. This includes archaeological and palaeontological sites, as well as structures and buildings designated as municipal and provincial heritage property

OBJECTIVE 2 - *Foster the cultural industries of book publishing, film, sound recording and crafts*

Performance Measures:

- Under development

OBJECTIVE 3 - *Foster the development of social capital through cultural and recreational activity*

Performance Measures:

- Under development

OBJECTIVE 4 - *Foster the development of viable culture and recreation facilities in the Province*

Performance Measures:

- Under development

GOAL #3

Saskatchewan people are proud, vocal, passionate and informed ambassadors about their Province

OBJECTIVE 1 - *Saskatchewan's Centennial celebrations contribute to an increase in positive feelings about the Province and its future*

Performance Measures:

- Under development

2004-05 Financial Overview

In 2004-05, department spending will be $42.14 million. Approximately 76 per cent of the Department's budget is granted to third parties. The Department has a total of 82 full-time equivalent positions as a staff complement.

The breakdown of department spending is shown below:

2004-05 ESTIMATES	*(in thousands of dollars)*
Administration	$ 1,340
Accommodation and Central Services	2,899
Culture	11,370
Recreation	690
Heritage	9,746
Policy and Youth	3,125
Community Initiatives Fund	7,786
Saskatchewan Communications Network	5,185
Total Appropriation	$ 42,141
Capital Acquisitions	–
Amortization	20
Total Expense	$ 42,161

Trends and Issues

The work of Culture, Youth and Recreation is aimed at enhancing and sustaining Saskatchewan's excellent quality of life through culture and recreation activities. Initiatives related to the Department's mandated areas of responsibility belong to a diverse, active and highly motivated network of community based organizations. These organizations share many aspirations with those of Saskatchewan Culture, Youth and Recreation, but also have their own mandates to fulfill.

A number of key trends and issues have informed the Department's strategic thinking and approach.

Saskatchewan's demographics, over the next 25 years, present significant challenges – by 2026, 46 per cent of Saskatchewan's population will be either under 15 or over 60 years of age.

The Department's strategy over the next few years is a response to the need to ensure a growing and successful Saskatchewan economy with high levels of participation by all working age Saskatchewan residents. The key elements of the plan are:

- ensuring that Aboriginal youth develop the core skills necessary for job attachment
- ensuring that Saskatchewan has an attractive quality of life, which is a core factor in determining where businesses locate and where talented youth choose to live
- contributing directly to the economic growth of the Province through the rapid development of new economy opportunities

Saskatchewan people are not as positive about the future as their counterparts in other parts of western Canada. Sixty-six per cent of Saskatchewan people do not believe the Province will be better off in five years. This is 10 per cent better than 2001, but is still the lowest level of optimism in western Canada.

Saskatchewan's Centennial provides a once-in-a-lifetime opportunity to build a positive attitude about ourselves and our future. The Centennial in 2005 will provide the citizens of Saskatchewan with an unprecedented opportunity to celebrate the achievements of the Province – its history and its people.

In 2000, Saskatchewan had the highest volunteer rate in Canada at 42 per cent, however that rate has not been growing. Nationally the sport, culture and recreation sector accounted for the largest proportion of volunteers, with 27 per cent of all volunteer hours targeted to these activities.

Development of youth volunteers shows promise. Research shows that more than one-third of young people who volunteer, or who have a parent volunteer, will extend this practice as adults. By working with the voluntary sector, strategies will need to be developed to increase opportunities to engage youth in important developmental activities that will lead to higher rates of voluntary participation in adulthood.

Several other trends are apparent and have informed some of the Department's key actions.

Saskatchewan residents, consistent with other parts of the country, are not physically active enough to achieve health benefits:

- In 2000, 63 per cent of Saskatchewan people were inactive
- Between 1981 and 1996, the prevalence of obesity among Canadian children aged seven to 13 tripled from five per cent to 15 per cent
- Over half of children and youth aged 5 – 17 are not active enough for optimal growth and development

The provincial *in motion* health promotion strategy is focusing on ingraining understanding and behaviour changes in the culture and fabric of our communities to increase the level of physical activity of Saskatchewan by 10 percentage points by 2005.

Saskatchewan's youth are not as engaged as they could be and do not always see the Province as a place to build their future:

- When asked, 'when you think of your own life five years from now, how likely is it you will still be living in your current Province?' 40.3 per cent of Saskatchewan youth ages 18 to 24 indicated it was very or somewhat unlikely
- Between 1996 and 2001, Saskatchewan lost 12,000 more young people aged 15 to 29 than it gained. These individuals accounted for 5.9 per cent of young people in this age group, a rate which is second only to Newfoundland and Labrador

Changes from 2003-04 Performance Plan

The goals, objectives and measures for 2004-05 remain substantially unchanged from last year, but key actions to achieve outcomes have been updated.

A newly worded measure, "Per cent of Saskatchewan people who are physically active" has been introduced. This measure reflects the agreement of all federal, provincial and territorial Ministers responsible for sport and physical activity, at their February 2003 conference, to move away from the previous measure which referred to *"physical inactivity"*. The measure is consistent with the Canada-wide goal under the Canadian Sport Policy approved by all Ministers in 2001.

Goals, Objectives, Actions and Measures

This section contains the detailed information of the 2004-05 Performance Plan. Under each goal, a number of objectives that support progress toward the broader goal statement have been established. For each objective, a set of key actions that will be completed in 2004-05 has been identified. They are the means for making progress on the objectives. In addition, the Department continues to work on identifying performance measures for each objective.

GOAL #1

Saskatchewan people are connected, involved, healthy and active

OBJECTIVE 1 - *First Nations/Métis and northern residents access and/or capacity in culture and recreation is increased*

There is a growing sense of urgency around issues affecting the health and well-being of Aboriginal youth. Culture and recreation activities show promise in reducing and anticipating risk factors they face. There is evidence that many Aboriginal youth are not participating in these activities. First Nations and Métis leaders consider getting their youth more involved as a top priority.

Culture and recreation programs have shown promise in minimizing and removing some of the risk factors that Aboriginal children and youth face, and in providing benefits relating to physical and emotional health, familial interactions, peer influence, academic performance and in making positive lifestyle choices. Public consultations facilitated by the Department of Government Relations and Aboriginal Affairs on the Métis and Off-Reserve First Nations People Strategy identified a growing sense of urgency about issues affecting the health and well-being of Aboriginal youth and the need for culture and recreation programs to "keep kids off the street and engage them in constructive activity." The need for programs and services in this area was confirmed as the number one priority by Aboriginal leaders.

However, Aboriginal participation has been hampered by a lack of program opportunities, trained coaches, leaders and mentors, programs that are viewed as for males only and geographic and economic barriers (particularly in the north).

CYR is involved with SaskSport, SaskCulture, the Saskatchewan Parks and Recreation Association, the Arts Board, the FSIN and the MNS (through the Community Initiatives Fund) in using culture and recreation to build capacity and leadership amongst Aboriginal people and achieve meaningful long-term improvements in the overall well-being of Aboriginal people.

Key Actions for 2004-05

- Provide policy leadership and facilitate with our partners, the implementation of the Aboriginal Participation Initiative (API) under the Community Initiatives Fund (CIF).
- Implementation in 2004-05 will include evaluating and reporting on the following CIF – API initiatives:
  - ~ Northern Community School Co-ordinator Program
  - ~ Northern Leadership Program
  - ~ Urban Aboriginal Participation Grant Program
  - ~ Provincial Initiatives Grant Program
  - ~ Aboriginal Arts and Cultural Leadership Grant Program
- Work with SaskSport as the managing agency and other partners such as FSIN and MNS, to implement the "Building Future Champions" program which has been developed in part to support expanded capacity in the Aboriginal sport system.
- Implementation in 2004-05 will include:
  - ~ Develop a plan to involve the MNS and FSIN in planning and delivering the Building Future Champions Program
  - ~ Work with the 2005 Canada Summer Games Host Committee to establish a means for directly involving Aboriginal people on the Host Committee
  - ~ Assist in the development and implement the Aboriginal Excellence component of the Building Future Champions Program through liaison with the Aboriginal Excellence Advisory Committee of Sask Sport
- As a member of the 2005 Canada Games Board of Directors and Management Committee, work to influence increased involvement of Aboriginal people as leaders and volunteers in the planning and operation of the Games.
- Identify and appoint an Aboriginal person as Assistant Chef de Mission to the 2005 Canada Games.
- Develop and implement a mentoring and skill development plan for the Assistant Chef de Mission.
- Assess progress and learning and provide feedback

What are we measuring?

Under development

Where are we starting from?

Under development

The Department is currently developing a measure of the percentage of Aboriginal youth who participate regularly in sport, culture or recreation, including leadership training opportunities.

The Aboriginal Participation Initiative was implemented in late summer 2003. The Lottery Strategic Review Committee met in late December to discuss progress and development of a strategy to provide baseline data for all four components of the API. The Strategy will be finalized by February 2004 with data collection to follow.

Given the status of the program, performance measurement in 2004-05 will involve reporting on the results of baseline data collected and establishing full year performance targets for all components of the API.

OBJECTIVE 2 - *The participation of Saskatchewan people in culture and recreation activities is increased*

Active participation in recreational and cultural activities by all Saskatchewan people, including members of the Aboriginal community, will help individuals to connect with each other, to build innovation and sustainable initiatives and to live healthy and active lives.

Recreation and sport have the potential to assist Saskatchewan residents of all ages achieve physical, social and emotional well-being and live full and meaningful lives. It contributes to the economic and social viability of our communities, building strong families and providing preventative approaches and opportunities to increasingly costly levels of social malaise. Small investments in recreation and sport programs and services, in terms of tourism and other special events, can yield significant economic returns. It can also contribute to the overall environmental health of communities, encouraging and providing opportunities to learn and practice first steps toward sustainable behaviours.

The Canadian Parks and Recreation Association developed the Benefits Catalogue which further emphasizes the benefits that recreation and sport provide. A few examples are:

- Pay now or pay later! Recreation and sport reduces health care, social service and policy/justice costs. Physical activity and well-being reduces both the incidence and severity of illness and disability-lowering health care costs.
- Recreation and sport are significant economic generators in your community! Recreation, sport and physical activity improve work performance – increased productivity; decreased absenteeism; decreased staff turnover; reduced 'on the job' accidents.
- Recreation and sport are essential to quality of life. Recreation, sport and physical activity build self-esteem and positive self-image foundations to personal quality of life.

Recreation/sport and active living are essential to personal health – a key determinant of health status. Recreation/sport and active living helps people live longer.

Key Actions for 2004-05

- Provide policy leadership and facilitate with our partners, the implementation of the *in motion* component of the new initiatives under the Community Initiatives Fund, including:
  - ~ Monitoring progress toward and report on the *in motion* goal of "increasing physical activity in Saskatchewan by 10 percentage points by 2005" through ongoing reporting and research
  - ~ Monitoring *in motion* success in achieving physical activity changes within school populations, Aboriginal population groups, and workplace
- Facilitate a process with the Saskatchewan Physical Activity Council to develop a long-term action plan to guide the implementation of the *Physically Active Saskatchewan* strategy.
- Work with SaskSport Inc., as the managing agency, and other partners such as Saskatchewan Learning, Saskatchewan *in motion* and the Saskatchewan Parks and Recreation Association, to implement the Building Future Champions (BFC) program which will increase sport skill and physical activity levels in elementary and high school children.
- Implementation in 2004-05 will include:
  - ~ Working collaboratively with Saskatchewan Learning to establish and implement a plan for raising awareness of the Building Future Champions Program within the education system
  - ~ Working with Saskatchewan Learning to strive for daily physical education that includes the BFC programs – Canada Games Days and Sport Match
- Developing a framework for transforming the Sport, Culture and Recreation system to profoundly grow the involvement of Aboriginal youth, families and community members as participants and deliverers of Sport, Culture and Recreation programming in Saskatchewan.
- Increasing learning opportunities for students at the Royal Saskatchewan Museum (RSM) by building capacity through a revitalized volunteer program and by offering a greater diversity of educational programs.

What are we measuring?

Per cent of Saskatchewan people who are physically active

Where are we starting from?

37%

[2000, latest data available. Source: Canadian Fitness and Lifestyle Research Institute in partnership with Health Canada and the Interprovincial Sport and Recreation Council – "Physical Activity Benchmarks" study initiated in 1997]

Physical activity – consists of three types of activities needed to keep the body healthy:

- Endurance activities – help heart, lungs and circulatory system stay healthy
- Flexibility activities – help a person move easily, keeping muscles relaxed and joints mobile
- Strength activities – help muscles and bones stay strong

Physical inactivity is continuing to increase due to technological advancements which leads to a sedentary lifestyle. An increase in physical activity has many health and social benefits such as improving quality of life and decreasing health care costs.

OBJECTIVE 3 - *A sustainable cultural sector is characterized by innovation, collaboration and enhanced access*

Saskatchewan has a vibrant cultural sector. Government's actions are geared toward helping to ensure its sustainability over the long-term. This will be accomplished through innovation, collaboration and increasing numbers of residents and visitors.

Research in the field of urban planning has begun to recognize the importance of a strong base of cultural activity in the economic growth of communities. Richard Florida's Bohemian Index (the number of artists living in a community) and Diversity Index (the level of cultural diversity in a community) have begun to be recognized by planners and economists as important determinants of economic growth, particularly in knowledge sectors. A key priority, therefore, is to work with the arts and cultural sector to ensure its vitality and health with the goal of creating vibrant communities where people choose to live and work.

Key Actions for 2004-05

- Integrate the principles of cultural policy into the development of an evaluation framework for sport, culture and recreation.

What are we measuring?

Under development

Where are we starting from?

Under development

OBJECTIVE 4 *- Saskatchewan's youth are engaged and well prepared to be the next leaders*

Saskatchewan's young people want to be actively involved in setting public agendas and in identifying meaningful solutions. Young people are seeking meaningful opportunities to be informed and to be heard through interaction with their communities and government on issues that affect them. Providing these opportunities will allow young people to develop volunteer and leadership experience and to develop their roles, rights and obligations as citizens.

Saskatchewan's youth are our Province's natural advantage. Saskatchewan has a relatively large population of young people, and our Province needs their skills and vision now if we are to achieve our full potential.

Key Actions for 2004-05

- Conduct four Provincial Youth Advisory Committee (PYAC) meetings. Assist government departments in youth related project decisions, provide strategic direction into the further development of Saskyouth.net and promote youth needs and concerns within government.
- Facilitate interdepartmental meetings to strategize responses to significant youth issues and respond to youth policy development opportunities.
- Further develop the content areas of the Saskyouth.net website to provide more information, and more accessible information, to Saskatchewan youth and increase usage of the site by Saskatchewan youth.
- Provide policy leadership and facilitate with our partners, the implementation of the Aboriginal youth leadership and support to School^{Plus} components of the new initiatives under the Community Initiatives Fund.
- Implementation in 2004-05 will include:
  - ~ Ongoing employment of full-time recreation co-ordinators in 16 off-reserve northern community schools
  - ~ Year one implementation of the northern leadership development strategy - a training regime involving culture and recreation practitioners in northern Saskatchewan
  - ~ Provision of financial support to 14 major urban centres through the CIF Urban API, to facilitate the development of leadership opportunities for Aboriginal youth through sport, culture and recreation
  - ~ Implementation of a bilateral sport agreement (involving the federal and provincial governments and other key provincial stakeholders) that links participation and sport development to the school system
- Manage and maintain a database of interested youth for use in youth opportunity options e.g., appointment of young people to Crown corporation boards under the Leaders for Tomorrow program.
- As members of the management committee of the 2005 Canada Games, influence the identification of youth mentorship opportunities.
- Deliver the Centennial Student Employment Program (CSEP) and provide up to 593 CSEP jobs.

- Evaluate the CSEP through student and employer surveys and adjust the program for 2005-06 accordingly.
- Develop a Green Team program that places 45 youth in term job opportunities that develop their environmental industry knowledge.

What are we measuring?

The percentage of students employed through the Centennial Student Employment Program (CSEP) who rate the relevance of their CSEP job to their field of studies or future career goals as seven or higher, out of 10.

Where are we starting from?

- Does your job relate to your current field of studies? 76% of students indicated that their job did relate to their field of studies
  [December 2003]
- Does your job relate to your future career goals? 80% of students indicated their job did relate to their career goals.
  [December 2003]

The Centennial Student Employment Program is a significant component of the Department's focus on youth. The program was established to provide students with meaningful employment that was related to their education and/or career choices.

Factors that influence this measure include employers' treatment of individual students and the job content. The Department's primary role is to provide funding to various sectors as a job subsidy. The Department has a moderate level of influence on this measure.

GOAL #2

Culture and recreation contributes to the economic and social viability of the Province, its individuals and communities

OBJECTIVE 1 - *Saskatchewan's heritage resources are preserved, protected and effectively managed for the benefit, enjoyment and use of current and future generations*

Saskatchewan's Centennial in 2005 is helping us focus on our heritage, our achievements and our many diverse cultures. The First Nations and Métis people lived in the region for centuries before Saskatchewan was formed. Residents and visitors to Saskatchewan should have an opportunity to explore and appreciate our past.

Key Actions for 2004-05

- Finalize the placement of the Claybank Brick Plant National Historic Site on a list of Canadian sites to be recommended to United Nations Educational Scientific and Cultural Organization (UNESCO) as candidates for designation as World Heritage Sites.
- Develop a plan for the improvement of the storage environment and security for provincial heritage collections at the Royal Saskatchewan Museum Annex through capital upgrades to the building and installation of a fire suppression system.
- In collaboration with our business and government partners monitor the effectiveness of the on-line land development planning and regulatory screening.
- Saskatchewan Heritage Review Board to review and make formal recommendations to the Minister on two or more nominations for Provincial Heritage Property designation.

What are we measuring?	**Where are we starting from?**
Number of heritage properties added annually to the Provincial Inventory and/or formally designated	
• archaeology sites	19,729 *[January 1, 2003; latest data available]*
• municipal designations	705 *[March 31, 2003, latest data available]*
• provincial designations	36 *[March 31, 2003; latest data available]*

This includes archaeological and palaeontological sites, as well as structures and buildings designated as Municipal and Provincial Heritage Property. Heritage property includes any property that is of public interest for its historical, architectural, archaeological, palaeontological, or other scientific or cultural value.

Saskatchewan's heritage resources can be a sustainable source of public education, enjoyment and use only when they are properly documented, understood, preserved and commemorated. The number of heritage properties added to the provincial inventory and/or formally designated, directly measures heritage resource identification, preservation and protection in a quantitative manner. It also measures the relative effectiveness of policies and programs to monitor and control resource loss. The only weakness is that the actual number of significant heritage resources which are lost due to land development activity, natural erosion or deliberate demolition/insensitive modification (in the case of built structures), can never be known. Therefore, the measure is not stated as a percentage of the total. Viable heritage assets, regularly recorded and monitored, are a contributing factor in the overall economic and social viability of a community and a Province.

OBJECTIVE 2 *- Foster the cultural industries of book publishing, film, sound recording and crafts*

The work of the Department will expand and enhance the contributions of the culture and recreation sectors to the Saskatchewan economy and the employment of its people.

Evidence shows that the culture and recreation sectors have a significant impact on the financial health of the Province through employment, tourism and other expenditures. In 2001 Sask. Culture estimated that approximately 18,000 people in Saskatchewan were employed in culture related industries. This includes over 800 visual artists and craftspeople served by over 20 commercial galleries, library workers, heritage centre employees, commercial employees such as architects and graphic artists; over 40 independent publishing companies covering literary, scholarly, educational, francophone and first nations fields; more than 33 music recording studios; over 600 jobs a year in the film industry generating $40 million a year, with 37 film production companies.

Key Actions for 2004-05

- In consultation with Tourism Saskatchewan, develop a cultural tourism pilot project that builds partnerships between the tourism industry and the cultural sector for innovative tourism packaging.
- Implement the results of a review of the film industry, initiated in February 2004, including legislative change, program changes and infrastructure.
- Work with CIC and SPMC to develop and implement procurement policies that reflect the *Status of the Artist Act*.

What are we measuring?	**Where are we starting from?**
Culture sector employment levels	Under development

Employment levels are good indicators of the development of the cultural industries. The industries themselves are labour-intensive and growth can only be effected through the addition of human capacity.

OBJECTIVE 3 *- Foster the development of social capital through cultural and recreational activity*

Social capital is the collective value of people who know each other and what they'll do for each other, the human networks that make things happen. Social capital has been identified as a determinant of crime reduction, social cohesion and compassion.

Given the significant number of community and voluntary organizations providing culture and recreational programs and services in the Province, competition for volunteers by culture, arts and recreation organizations, and by others, will continue. Organizations must develop strong volunteer recruitment, management and recognition practices if they are to be successful. Delivery structures and strategies within culture and recreation may need further examination.

Development of youth volunteers shows promise. Research shows that more than one-third of young people who volunteer themselves, or who have a parent volunteer, will extend this practice as adults. However, it is also evident that Government may have to develop strategies to increase opportunities to engage youth in important developmental activities that will lead to higher rates of voluntary participation in adulthood.

Key Actions for 2004-05

- Continue to respond to the recommendations of the provincial *Voluntary Sector Initiative* report that was released in November 2002 and the subsequent work of the steering committee in the areas of relationship-building, awareness-building and capacity-building by:
  - ~ Prepare and disseminate a report on liability issues for volunteers
  - ~ Prepare and disseminate an inventory of resources that are available to and support volunteer organizations. The inventory may include, but not be limited to, training supports, general information on volunteer management, volunteer law, legislation and regulations, mentorship, etc.
  - ~ Develop communication plans to increase public awareness of the value of volunteers and the work of the voluntary sector to Saskatchewan and of the Premier's Voluntary Sector Initiative
- In consultation with key stakeholders, develop a policy by March 2005 that clarifies the future role of Government in the operation and support of major cultural institutions and agencies in the Province.

What are we measuring?

Under development

Where are we starting from?

Under development

OBJECTIVE 4 - *Foster the development of viable culture and recreation facilities in the Province*

Infrastructure – rinks, community centres, performing arts halls – are the centre of a range of community activities. The Department recognizes that appropriate facilities, in good repair, are needed before individuals will participate in community activities.

Key Actions for 2004-05

- In consultation with key stakeholders, evaluate and clarify the role of Government in sustaining recreation infrastructure and facilities across the Province.
- Develop, implement and monitor funding criteria that ensures the effective adjudication and allocation of funding from the Community Initiatives Fund for culture and recreation facility construction or renovation in the Province.

Payment of funding to approved projects in 2004-05 – Adjudication of community culture and recreation facility applications under the Centennial Facilities Grant Program received by the Board of Trustees for $1.3 million in available funding for a wide range of projects including sport facilities, arenas, multipurpose facilities, community cultural facilities, community halls, seniors recreation facilities, playgrounds and heritage facilities and sites.

What are we measuring?

Under development

Where are we starting from?

Under development

GOAL #3

Saskatchewan people are proud, vocal, passionate and informed ambassadors about their Province

OBJECTIVE 1 - *Saskatchewan's Centennial celebrations contribute to an increase in positive feelings about the Province and its future*

The Department supports Saskatchewan as a great place to live and work. Our accomplishments are many, and our future is bright, and yet Saskatchewan people often downplay the Province's attributes. Saskatchewan's Centennial gives us a once-in-a-lifetime opportunity to change our attitude about ourselves.

The Centennial in 2005 will provide the citizens of Saskatchewan with an unprecedented opportunity to celebrate the achievements of the Province – its history and its people. Already, organizations and communities are planning initiatives to honour that history. The strategy of CYR is to mobilize the energies of the people in actively creating ideas and initiatives that celebrate their communities in ways that are unique and appropriate for each locale. The Province is tremendously diverse and, from Black Lake to Estevan from Cypress Hills to Wollaston, the people of the Province will be engaged in hundreds of activities throughout the Centennial year.

In addition to those local activities, the Province will also be supporting certain signature events. Perhaps the most important of these are the 2005 Canada Summer Games, which is an excellent vehicle by which the Province can achieve national recognition. The volunteer spirit that our Province is famous for will once again be on display as the people of Regina and surrounding area offer their time and enthusiasm in planning, organizing and staging an event to be remembered by the approximately 10,000 visitors expected to attend and enjoy the Games experience.

Key Actions for 2004-05

- Implement the Saskatchewan Centennial business plan which includes:
  - A Centennial marketing strategy that will inform and mobilize Saskatchewan people about the upcoming Centennial in 2005
  - Centennial homecoming package that will assist Saskatchewan communities in their Centennial planning
  - Centennial recognition program that will honor Saskatchewan citizens during the Centennial year
  - A celebrations program of financial support to communities and organizations to ensure effective and efficient use of Centennial funds
  - Engaging Aboriginal people in Saskatchewan Centennial 2005

What are we measuring?	**Where are we starting from?**
Under development	Under development

The Department will work to also develop a public opinion survey that measures the contribution of the Centennial to positive feelings about the Province and its future.

Where to Obtain Additional Information

Saskatchewan Culture, Youth and Recreation depends on effective communication with its key partners in the community and within the Government to achieve its mandate. This plan offers an overview of where we are concentrating our resources, and why. You may ha questions related to the information in this report, or about other programs, initiatives or issues within the jurisdiction of the Department.

For general department information, please call (306) 787-5729, e-mail us at info@cyr.gov.sk.ca or visit our website at www.cyr.gov.sk.ca. The Department's new youth portal website saskyouth.net has been launched – check it out and keep it bookmarked.

For information specific to Saskatchewan's Centennial, please call 1-888-390-2005 (in Regina, call 787-2005) or visit the Saskatchewan Centennial website at www.saskatchewancentennial.com. This website can also be accessed through the Culture, Youth and Recreation website at www.cyr.gov.sk.ca.

For information specific to Royal Saskatchewan Museum (RSM) programming, please call (306) 787-2815 or (306) 787-2816, or check the RSM website at www.royalsaskmuseum.ca. If you would like to e-mail the RSM, the e-mail address is info@royalsaskmuseum.ca.

If you have questions or would like to give us feedback on our work, please get in touch with us either through the website or by calling (306) 787-5729.